Ontario

LABOUR MANAGEMENT SERVICES

OFFICE OF COLLECTIVE BARGAINING INFORMATION

ONTARIO COLLECTIVE BARGAINING AGREEMENT EXPIRATIONS 2000

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FOREWORD

This is the thirty-third annual report on collective agreement expirations produced by the Office of Collective Bargaining Information (OCBI).

The information contained in this report is derived from the database of the Office of Collective Bargaining Information, as of **December 1, 1999**. The names of employer, bargaining agent(s) and the number of employees listed for each expiry reflect the information at the time of ratification of the last agreement. It does not include situations that will result from recent or future certifications by the Ontario Labour Relations Board, or expired agreements that had not been settled or ratified when the report was completed.

Detailed tables and listings of year 2000 expirations by industry, union, and size of bargaining unit are available from OCBI. For further information on this publication or other services, please call **(416) 326-1260.**

Note: The listing of year 2000 expiries in Table 3 refers to our most current information on existing bargaining units as of December 1, 1999. However, as a result of amalgamations and restructuring in the broader public sector, some agreements listed in this report may not reflect recent changes to bargaining structures or bargaining agents.

EXECUTIVE SUMMARY

Ontario Collective Bargaining Agreement Expirations provides an overview of collective bargaining activity in Ontario expected in the year 2000. A summary of the key findings of this report is outlined below:

- Collective bargaining activity for 2000 will involve more than 2,300 collective agreements covering nearly 430,000 employees.
- Most agreements expiring in the year 2000 will occur in the months of March, August, and December. This activity is mainly due to agreements expiring in health and welfare services, education, local government, and transportation. Most bargaining activity, in terms of number of employees, will also take place in the months of March, August, and December; primarily in education, health and welfare services, retail trade, utilities, transportation, and local government.
- In the year 2000, the private sector will account for 62% of all expiring agreements, affecting 37% of all workers covered by these agreements.
- For the 270,178 public sector employees whose agreements expire in 2000, 56% of them are covered by expiring school board agreements. The large number of agreements expiring in this sector is due to the scheduled renewal of teachers' agreements with the district school boards. In addition, a fair amount of bargaining activity in the broader public sector (BPS) will be carried over from 1999 as ongoing restructuring will result in continued negotiations to finalize new settlements.
- Key negotiations in the private sector include Du Pont Canada and Great Atlantic and Pacific/Food Basics (January); United Parcel Service and Northern Telecom Canada (February); the Pipe Line Contractors Association of Canada, Budd Canada, and the Electrical Power Systems Construction Association (April); Inco (May); Loblaws, Barnes Security Services, Bombardier/de Havilland, Zehrmart, and the Professional Association of Canadian Theatres (June); Algoma Steel (July); Falconbridge and Zehrmart (August); Encourage Technology Solutions (September); Maple Lodge Farms (October); and Canadian National Railway, Canadian Airlines and Canadian Pacific (December).
- Major negotiations in the public sector include Ontario Power Generation, the Liquor and Licence Control Board, Ontario Hydro Services, and the Ontario Council of Teaching Hospitals (March); Treasury Board of Canada (April and May); Canada Post (July); Toronto District School Board, Toronto District Catholic School Board, Ontario Council of Regents, York University and Carleton University (August); and Ontario Hydro* (December).
- The top five unions representing the largest number of employees under agreements expiring in the year 2000 are the Elementary Teachers Federation of Ontario, the Canadian Union of Public Employees, the United Steelworkers of America, the Ontario Secondary School Teachers Federation, and the United Food and Commercial Workers Union.

*Future split agreements are yet to be determined.

ONTARIO COLLECTIVE BARGAINING, AGREEMENT EXPIRATIONS, 2000

Collective bargaining *scheduled* for 2000 will involve 2,363 collective agreements covering 429,853 employees. These agreements represent 24% of Ontario's 9,970 agreements and affects 29% of its 1,463,400 unionized employees. Compared to 1999, this represents a 2% decrease in the number of agreements expiring, but covers 46% more employees, reflecting a number of larger bargaining units (see Figure 1).

Of all collective agreements up for renewal in 2000, 34% are in the public sector, covering 63% of employees bargaining in 2000. However, due to the carry over of public sector negotiations from 1999, these figures under-represent the level of bargaining activity in this sector.

To a lesser extent than in 1999, collective bargaining in the broader public sector (BPS) will continue to be influenced by the restructuring processes mandated by *The Public Sector Transition Stability Act, 1997* (Bill 136). In addition to the negotiation of first collective agreements for amalgamated municipalities, there are a number of amalgamated school boards which have yet to conclude first agreements for school support groups across the province. In the health care sector, provincial hospitals and the province's 58,000 nurses will continue to bargain to settle their 1998 expired agreements.

In addition, there are a number of negotiations in the broader public sector from 1999, that are going to, or are currently in arbitration for the year 2000. Currently, the

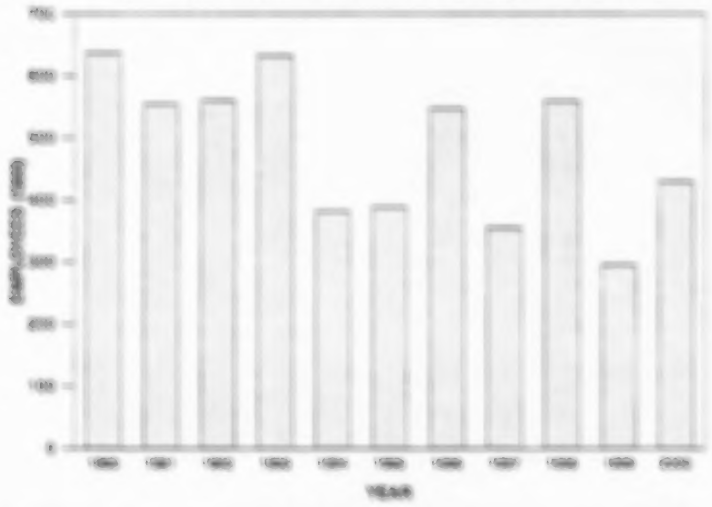
KEY NEGOTIATIONS IN 2000

MONTH	EMPLOYER/SECTOR	UNION(S)	EMPLOYEES*
Jan	Great Atlantic & Pacific (Food Basics)	UFCW	2,500
Mar	Liquor Control & Licence Board	Ontario Liquor Board Empls Union	3,000
	Ontario Council of Teaching Hospitals	Interns & Residents Assn	2,250
	Ontario Power Generation (2 Units)	CUPE	10,410
	Ontario Hydro Services	CUPE	4,170
April	Treasury Board of Canada (Computer Systems Admin)	PIPS	3,378
May	Indy	USWA	4,000
	Treasury Board of Canada	PIPS/PSAC	3,400
June	Professional Association of Canadian Theatres	Can Actors Equity Assn	2,700
	Loblaws Supermarkets	UFCW	9,000
	Zehrmart	UFCW	5,500
July	Algoma Steel	USWA	4,600
	Canada Post	CUPW	23,440
Aug	School Boards (elementary)	Teachers Assns	129,378
	School Boards (support staff)	CUPE	18,629
	Ontario Council of Regents (support staff)	OPSEU	5,700
	York University	CUPE	2,160
Dec	CN, CP and Via Rail	Various Unions	7,025
	Canadian Airlines	Various Unions	3,710
	Ontario Hydro**	Society of Ontario Hydro	5,300

* *Includes bargaining situations covering 2,000 or more employees; employee coverage reflects the number of employees as of ratification date of last agreement.*

** *Future split agreements are yet to be determined.*

Figure 1 - **ONTARIO COLLECTIVE AGREEMENT EXPIRATIONS, EMPLOYEES COVERED, 1990-2000**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

Toronto Transit Commission and its various unions representing about 8,000 employees, are going through the arbitration process for its March 1999 expired agreements. As well, the City of Toronto is currently engaged in negotiations with its 21,000 inside workers, and in arbitration to resolve certain sections of its 1999-2001 collective agreement with its 7,000 outside workers.

In the year 2000, the private sector will account for 62% of all expiring agreements, affecting 37% of all workers covered by these agreements. A large number of bargaining situations in the private sector will be concentrated in food and beverage, printing and publishing, fabricated metals, non-metallic minerals, transportation, utilities (electric, gas, water), wholesale trade, retail trade, accommodation and food services, and other services (see Tables 1 & 2).

Economic Setting

Collective bargaining in the year 2000 will continue to take place in a healthy but moderate economic growth environment. In 1999, Ontario's real domestic product is estimated to rise by 5.0%, largely as a result of surging domestic demand due to the rise in consumer spending, business investment, residential construction and exports[1]. According to a survey of private-sector forecasts conducted by the Ministry of Finance[2], Ontario's real growth will be in the range of 3.0% to 4.1% for the year 2000 and 2.4% to 3.6% in 2001 (see Figure 2 below). While this economic growth is forecast to expand at a moderate pace, Ontario's economy is expected to grow more rapidly than the rest of Canada next year.

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI), is estimated at 1.9% in 1999, up from 0.9% in 1998. Private sector forecasts predict that inflation will remain relatively low at an average of 2.2% in the year 2000 and 2.0% in 2001.

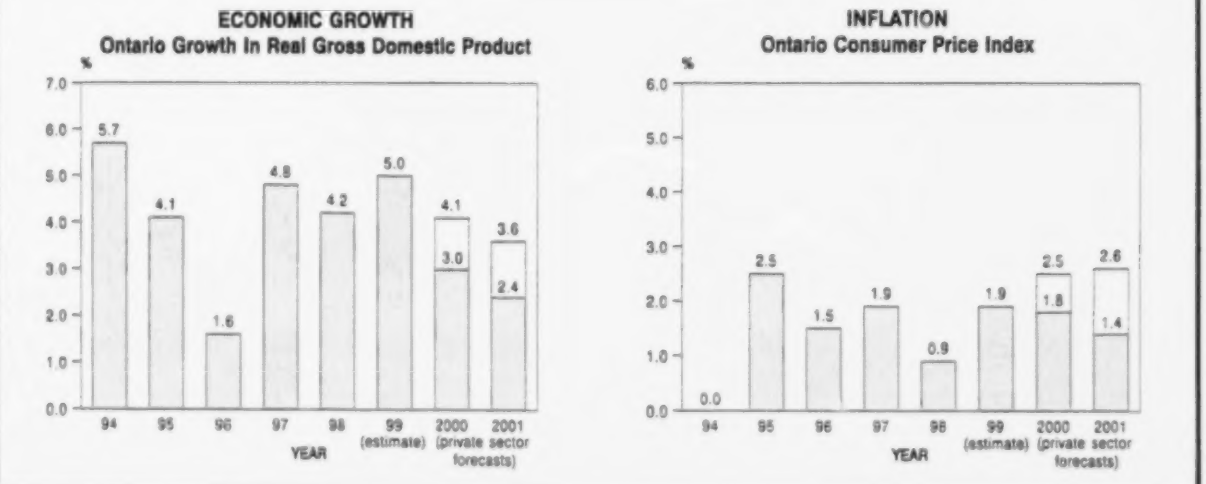
The national unemployment rate for the first 11 months of 1999 averaged 7.7%, down from 8.3% in 1998. The Ontario unemployment rate was 6.5% in the first 11 months of 1999, down from 7.2% in 1998. Current forecasts predict that Ontario's unemployment rate will be in the range of 5.5% to 6.9% in the year 2000 and 5.4% to 6.3% in 2001.

For collective agreements covering 200 or more Ontario employees settled during the first eleven months of 1999, increases to base wage rates averaged 2.0% per year, an increase of 0.3% over 1998. Wage settlements in the private sector increased from 2.2% in 1998 to 3.0% in 1999. This was largely the result of wage increases in manufacturing settlements (3.4%). In the public sector, wage settlements remained low at an average of 1.4% per year.

With strengthening economic performance and improving labour market conditions, pressures for higher wage settlements will continue in the year 2000. However, low inflation, global restructuring in the private sector, and

[1] *Ministry of Finance, 1999 Ontario Economic Outlook and Fiscal Review.*
[2] *Ministry of Finance, Survey of Economic Forecasts 1999-2001, December 1999.*

Figure 2 - **SELECTED ECONOMIC INDICATORS, 1994 - 2001**



Source: Statistics Canada and Ontario Ministry of Finance

continued restructuring in the public sector will moderate the effect on overall wage demands. Issues such as job security, training, income protection, and labour adjustment will again remain high on the bargaining agenda for the year 2000.

Activity By Month

Collective agreement expirations during the months of March, August, and December cover the largest number of employees, representing 61% of the total for the year. Expirations in March are primarily in utilities, health and welfare services, and the retail trade industry. Agreements expiring in August are almost exclusively due to the scheduled renewal of teachers' and support staff agreements with district school boards. The month of August alone represents 37% of all employees with expiring agreements in 2000. Agreements expiring in December affect a total of 48,722 employees. This is primarily attributed to health and welfare services (nursing homes) as well as in transportation (Canadian Airlines, Canadian Pacific, Canadian National Railway, Via Rail), and Ontario Hydro's 5,300 professional and administration employees.

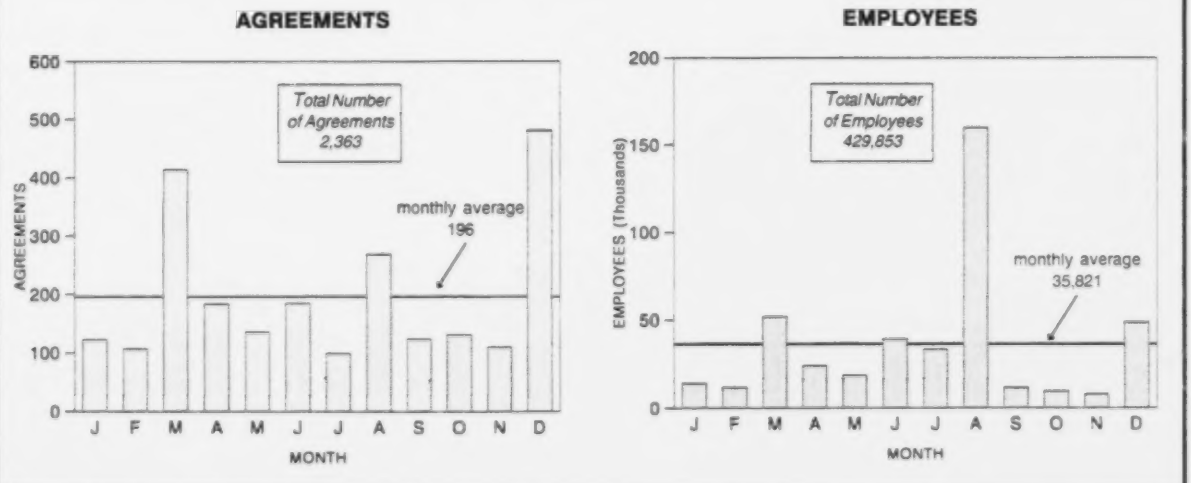
In terms of the highest monthly volume of contract expirations for the year 2000, March (nursing home industry), August (school board agreements with teachers and support staff) and December (health and welfare services, and municipal government) are the most active.

Activity By Industry

As in 1999, bargaining in the year 2000 will be concentrated in the non-manufacturing sector due to the large number of agreements expiring in education, health and welfare services, municipal government, retail trade, and transportation. A total of 1,651 collective agreements will expire in the non-manufacturing sector, making up 70% of all expiring agreements in 2000. In terms of number of employee these non-manufacturing agreements cover 354,286 workers or 82% of all employees covered by expiring agreements in 2000. For the same non-manufacturing group of agreements, the BPS accounts for 51% of agreements and 66% of employees.

The manufacturing sector comprises of 30% of all expiring agreements in 2000, covering 18% of employees scheduled to bargain. Bargaining in this sector is concentrated in food and beverage, printing and publishing, fabricated metals, and non-metallic minerals. These groups make up 46% of all manufacturing agreements expiring in 2000. In terms of number of employees affected in manufacturing, the transportation equipment sector, which has sixty agreements expiring in 2000, covers the greatest number of workers in one manufacturing group at 15,527, or 20% of all manufacturing employees with expiring agreements.

Figure 3 - **MONTHLY BARGAINING ACTIVITY, 2000**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

As in 1999, just over a quarter (26%) of all private sector agreements in Ontario are scheduled to expire in 2000. Major private sector negotiations include food and beverage (Maple Lodge Farms), leather (Kaufman Footwear), textiles (Du Pont Canada), primary metals (Algoma Steel and Stelco), transportation equipment (Budd Canada and Bombardier/de Havilland), electrical products (Northern Telecom Canada), mining (Inco and Falconbridge), transportation (United Parcel Service, Air Canada, Canadian Airlines, Canadian National Railway, Canadian Pacific), communications (Entourage Technology Solutions), utilities (Consumers Gas), retail trade (Loblaws, Zehrmart), recreational services (Professional Association of Canadian Theatres), management services (Barnes Security Services), and construction (Electrical Power Systems Construction Association and Pipe Line Contractors Association of Canada).

Major public sector negotiations will take place in communications (Canada Post), utilities (Ontario Hydro Services, Ontario Power Generation, Ontario Hydro), retail trade (Liquor Control and Licence Board), education (Toronto District School Board, York University, Carleton University, Ontario Council of Regents-support staff, Toronto Catholic District School Board), health and welfare services (Ontario Council of Teaching Hospitals, nursing homes), federal government (Treasury Board of Canada), and municipal government (Thunder Bay City Corporation).

Activity By Union

Among the eighty-seven different unions involved in bargaining in 2000, 75% of all employees in negotiations are represented by ten unions (see chart below) with the Elementary Teachers Federation of Ontario (ETFO) making up the largest single share at 14%. While the Canadian Union of Public Employees (CUPE) will represent a similar number of employees, the union will have to negotiate five times as many expiring agreements as compared to ETFO.

UNIONS WITH YEAR 2000 CONTRACT EXPIRIES COVERING THE LARGEST NUMBER OF EMPLOYEES

Union	Agreements	% of Total Expiring Agreementss	Employees	% of All Employees with Expiring Agreements
Elementary Teachers Federation of Ontario (ETFO)	60	2.5	60,007	14.0
Canadian Union of Public Employees (CUPE)	298	12.6	59,909	13.9
United Steelworkers of America (USWA)	300	12.7	35,634[3]	8.3
Ontario Secondary School Teachers Federation (OSSTF)	43	1.8	35,115	8.2
United Food and Commercial Workers (UFCW)	186	7.9	32,838	7.6
Ontario English Catholic Teachers Association (OECTA)	51	2.2	32,017	7.4
Canadian Auto Workers (CAW)	153	6.5	27,639[4]	6.4
Canadian Union of Postal Workers (CUPW)	1	-	20,443	4.7
Service Employees International Union (SEIU)	151	6.4	12,098	2.8
Ontario Public Service Employees Union (OPSEU)	64	2.7	10,220	2.4
Total	**1,307**	**55.3**	**325,920**	**75.7**

Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

[3] Includes about 3,300 Retail Wholesale employees that are to be merged with the CAW.
[4] Excludes 3,300 Retail Wholesale employees.

TABLES

Table 1

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 2000, BY MONTH AND INDUSTRY, NUMBER OF AGREEMENTS

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**43**	**46**	**93**	**71**	**59**	**72**	**33**	**34**	**59**	**57**	**54**	**91**	**712**
Food, Beverage	9	6	5	10	6	7	3	3	4	8	1	10	72
Tobacco Products	0	0	0	1	0	0	0	0	0	0	0	0	1
Rubber, Plastics	2	2	3	6	4	3	3	2	6	5	1	3	40
Leather	2	1	1	0	0	0	0	0	0	2	1	0	7
Textile	1	3	0	2	2	1	0	1	2	2	3	0	17
Knitting Mills	0	0	0	0	2	0	0	1	0	0	0	0	3
Clothing	0	1	3	3	1	0	0	0	1	1	3	0	13
Wood.	2	1	0	4	4	0	1	1	2	1	3	5	24
Furniture, Fixtures	2	2	3	1	0	1	1	2	3	1	2	1	19
Paper	1	4	3	2	2	4	1	0	0	3	5	4	29
Printing, Publishing	1	4	1	8	4	20	4	4	2	1	1	24	74
Primary Metals	1	2	7	1	1	3	4	2	2	4	5	5	37
Fabricated Metals	9	8	13	8	5	9	6	4	17	11	8	11	109
Machinery	1	2	5	6	2	3	1	3	4	2	4	4	37
Transportation Equipment	4	2	11	5	6	9	2	5	5	3	2	6	60
Electrical Products	2	4	4	2	7	0	3	2	4	0	5	5	38
Non-metallic Minerals	3	1	28	6	4	5	1	1	3	9	7	5	73
Petroleum, Coal	0	0	0	0	3	0	0	0	0	0	0	0	3
Chemicals	1	1	3	4	6	6	3	3	4	3	3	6	43
Other Manufacturing	2	2	3	2	0	1	0	0	0	1	0	2	13
TOTAL NON-MANUFACTURING	**80**	**61**	**321**	**113**	**77**	**113**	**66**	**235**	**65**	**74**	**56**	**390**	**1,651**
Forestry	0	0	0	0	0	0	0	1	0	0	0	0	1
Mining, Quarrying	1	2	2	4	2	1	2	2	0	4	1	3	24
Transportation	10	8	7	9	6	11	2	5	8	3	2	45	116
Storage	3	1	0	2	0	0	0	0	0	1	0	3	10
Communications	1	0	1	2	1	2	1	2	2	0	0	3	15
Electric, Gas, Water	4	4	32	9	11	8	6	5	4	1	1	15	100
Wholesale Trade	5	11	13	8	5	6	11	9	10	10	10	10	108
Retail Trade	22	4	9	6	11	7	13	7	5	11	12	8	115
Finance, Insurance Carriers	1	2	0	0	1	0	0	1	0	1	0	6	12
Real Estate, Insurance Agencies	1	3	4	1	1	5	0	3	0	3	4	9	34
Education, Related Services	0	2	9	13	0	22	1	178	1	0	0	26	252
Health, Welfare Services	8	3	173	13	13	11	13	4	15	11	15	115	394
Recreational Services	2	0	4	1	1	3	1	1	4	3	0	5	25
Management Services	1	1	6	1	3	5	1	3	2	2	3	8	36
Personal Services	1	0	1	6	0	0	0	0	0	5	0	5	18
Accommodation, Food Services	3	1	10	1	4	6	7	6	8	10	4	10	70
Other Services	12	11	17	7	8	18	7	7	2	6	4	15	114
Federal Government	0	1	0	2	2	0	1	0	1	0	0	1	8
Provincial Government	0	0	0	0	0	0	0	0	0	2	0	2	4
Local Government	4	2	29	4	4	6	0	1	2	0	0	89	139
Construction	1	5	4	24	4	2	0	1	2	1	0	12	56
ALL INDUSTRIES	**123**	**107**	**414**	**184**	**136**	**185**	**99**	**269**	**124**	**131**	**110**	**481**	**2,363**

Table 2

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 2000, BY MONTH AND INDUSTRY, NUMBER OF EMPLOYEES COVERED

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**6,619**	**6,660**	**8,106**	**7,365**	**6,771**	**7,255**	**8,007**	**2,576**	**6,304**	**4,829**	**4,978**	**6,097**	**75,567**
Food, Beverage	1,441	738	486	1,493	633	1,266	234	104	206	1,804	63	778	9,246
Tobacco Products	0	0	0	35	0	0	0	0	0	0	0	0	35
Rubber, Plastics	160	69	312	691	159	216	174	102	791	319	225	259	3,477
Leather	1,291	150	9	0	0	0	0	0	0	335	25	0	1,810
Textile	1,200	349	0	284	475	178	0	11	310	24	98	0	2,929
Knitting Mills	0	0	0	0	550	0	0	20	0	0	0	0	570
Clothing	0	43	294	166	34	0	0	0	6	80	242	0	865
Wood	63	24	0	353	686	0	14	218	308	38	686	451	2,841
Furniture, Fixtures	48	185	325	23	0	88	225	105	202	15	111	35	1,362
Paper	210	860	59	117	129	264	28	0	0	267	655	320	2,909
Printing, Publishing	3	174	29	65	29	629	344	46	52	13	32	1,034	2,450
Primary Metals	110	510	1,125	60	150	181	5,970	340	116	602	559	464	10,187
Fabricated Metals	894	374	710	401	164	660	228	399	1,665	455	778	783	7,511
Machinery	12	83	445	727	63	100	48	325	728	38	398	145	3,112
Transportation Equipment	593	706	2,948	2,294	2,076	3,233	199	702	638	500	460	1,178	15,527
Electrical Products	110	1,897	293	46	1,234	0	373	69	521	0	331	242	5,116
Non-metallic Minerals	110	70	930	211	139	139	15	10	148	180	129	157	2,238
Petroleum, Coal	0	0	0	0	25	0	0	0	0	0	0	0	25
Chemicals	75	24	46	225	225	295	155	125	613	120	186	149	2,238
Other Manufacturing	299	404	95	174	0	6	0	0	0	39	0	102	1,119
TOTAL NON-MANUFACTURING	**7,505**	**5,090**	**43,663**	**16,738**	**11,786**	**31,861**	**25,170**	**157,428**	**5,269**	**4,547**	**2,604**	**42,625**	**354,286**
Forestry	0	0	0	0	0	0	0	90	0	0	0	0	90
Mining, Quarrying	3	38	468	148	4,739	10	295	1,463	0	153	10	115	7,442
Transportation	278	2,386	762	1,500	438	1,397	12	492	476	1,032	90	12,653	21,516
Storage	729	16	0	40	0	0	0	0	0	5	0	43	833
Communications	23	0	16	47	125	560	20,443	160	1,105	0	0	416	22,895
Electric, Gas, Water	182	109	17,556	178	394	222	70	72	47	7	17	5,740	24,594
Wholesale Trade	124	469	950	374	99	162	219	228	252	124	358	275	3,634
Retail Trade	4,275	199	5,315	1,119	513	14,927	454	1,770	121	746	408	423	30,270
Finance, Insurance Carriers	70	92	0	0	63	0	0	42	0	11	0	152	430
Real Estate, Insurance Agencies	6	8	631	11	4	80	0	106	0	30	11	307	1,194
Education, Related Services	0	422	750	749	0	6,518	1,250	151,767	472	0	0	3,079	165,007
Health, Welfare Services	383	136	14,181	538	819	892	1,279	273	1,946	721	1,012	10,471	32,651
Recreational Services	54	0	219	46	5	2,781	90	15	80	194	0	542	4,026
Management Services	95	9	358	465	164	2,923	450	32	27	215	351	790	5,879
Personal Services	12	0	80	113	0	0	0	0	0	111	0	336	652
Accommodation, Food Services	359	80	330	16	406	617	317	373	472	306	200	505	3,981
Other Services	246	144	631	28	310	451	187	528	61	153	147	363	3,249
Federal Government	0	523	0	6,040	3,609	0	104	0	126	0	0	60	10,462
Provincial Government	0	0	0	0	0	0	0	0	0	731	0	500	1,231
Local Government	648	31	1,275	104	69	256	0	0	30	0	0	5,205	7,618
Construction	18	428	141	5,222	29	65	0	17	54	8	0	650	6,632
ALL INDUSTRIES	**14,124**	**11,750**	**51,769**	**24,103**	**18,557**	**39,116**	**33,177**	**160,004**	**11,573**	**9,376**	**7,582**	**48,722**	**429,853**

Table 3

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 2000, COVERING 200 OR MORE EMPLOYEES, BY MONTH OF EXPIRATION

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
JANUARY			
Ball Packaging Products Canada Inc	240	Machinists	Burlington, C
Du Pont Canada Inc Kingston Site	1,200	Independent Local Union	Kingston, C
Great Atlantic And Pacific Co Canada Ltd Food Basics Stores	2,500	Food & Commercial Workers	Province-wide
Guelph City Corp Works	202	Cdn Public Empls	Guelph, C
Guelph Products Textron	355	Cdn Auto Workers	Guelph, C
Hershey Canada Inc	477	United Steelworkers	Smith's Falls, Separated Town
Hostess Frito-Lay Co	400	United Steelworkers	Cambridge, C
Kraft Canada Inc Niagara Falls Plant	216	Firemen & Oilers	Niagara Falls, C
Lakehead Terminal Elevators Association	700	Transportation-Communications	Thunder Bay, C
London City Corp Fire Dept	370	Ont Firefighters	London, C
Morbern Inc	269	United Steelworkers	Cornwall, C
SPC Corp Ltd Shorewood Packaging	210	Graphic Communications Union	Smith's Falls, Separated Town
Trusthouse Forte Hotel Group King Edward Hotel	229	Hotel Employees	Toronto, C
Waterloo Furniture Components Ltd	350	United Steelworkers	Kitchener, C
William H Kaufman Inc Kaufman Footwear Div	1,200	United Steelworkers	Kitchener, C
108 Agreements Covering Fewer Than 200 Employees Each.....5,206			
123 Agreements.....14,124			
FEBRUARY			
Associated Toronto Taxi-Cab Co-Operative Ltd O/a Co-op	450	United Steelworkers	Toronto, C
Atlantic Packaging Products Ltd	250	Graphic Communications Union	Agincourt Mississauga, C Scarborough, C
Beatrice Foods Inc Colonial Cookies Div	430	Food & Commercial Workers	Kitchener, C
Borden Co Ltd Sunworthy Wallcoverings Div	425	Communications Energy Paperwkr	Brampton, C
Co-steel Lasco	480	United Steelworkers	Whitby, T
Dufferin Peel Catholic District School Board Ed Res Workers	282	Independent Local Union	Dufferin County Peel Region
Honeywell Ltd	348	Cdn Auto Workers	Scarborough, C
Long Manufacturing Limited	256	Cdn Auto Workers	Mississauga, C
National Maintenance Council of Canada Maint/Repair/Revamp	400	Asbestos Workers Boilermakers Carpenters Cement Workers Electrical Workers (IBEW) Intl Operating Engineers Labourers Painters Plumbers	Hamilton, C Hilton Nanticoke, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
National Maintenance Council of Canada Maint/Repair/Revamp (cont'd)		Sheet Metal Workers Structural Iron Workers Teamsters	
National Research Council of Canada Technical	523	Research Council Employees	Ottawa, C
Northern Telecom Canada Ltd	1,150	Cdn Auto Workers	Belleville, C Brampton, C Kingston, C London, C
Northern Telecom Canada Ltd Office	550	Cdn Auto Workers	Belleville, C Brampton, C Kingston, C London, C
Tenneco Canada Inc Walker Exhausts Div	450	United Steelworkers	Cambridge, C
Torfeaco Industries Ltd Pillowtex Corp	250	Needletrades Ind Textile-UNITE	Toronto, C
United Parcel Service Canada	1,705	Teamsters	Dryden, T Fort Frances, T Hamilton, C Kingston, C London, C Marathon, Tp Ottawa, C Pembroke, C Thunder Bay, C Toronto, C Windsor, C
92 Agreements Covering Fewer than 200 Employees Each.....3,801			
107 Agreements.....11,750			
MARCH			
Accuride Canada Inc	690	Cdn Auto Workers	London, C
Algoma District Home for Aged F J Davey Home	239	Cdn Public Empls	Sault Ste Marie, C Thessalon, T
Boeing Canada Technology Ltd	450	Machinists	Arnprior, T
Burlington Technologies Inc	303	Cdn Auto Workers	Burlington, C
Consumers Gas Co Ltd	800	Communications Energy Paperwkr	Brockville, C Georgian Bay, Tp Toronto, C
Consumers Gas Co Ltd Office	900	Communications Energy Paperwkr	Georgian Bay, Tp Toronto, C
Electrical Safety Authority	280	Cdn Public Empls	Province-wide
Foamex Canada Inc	215	United Steelworkers	Toronto, C
General Seating of Canada Ltd	200	Cdn Auto Workers	Woodstock, C
Grand River Hospital Corp Freeport Health Ctr, Service P/t	204	Service Employees Intl	Kitchener, C
Grand River Hospital Corp Kitchener-Waterloo Health Ctr, office	223	Service Employees Intl	Kitchener, C
Grand River Hospital Corp Kitchener-Waterloo Health, Service F/t	222	Service Employees Intl	Kitchener, C
Grand River Hospital Corp Kitchener-Waterloo Health, Service P/t	280	Service Employees Intl	Kitchener, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Great Atlantic and Pacific Co Canada Ltd Jane Parker Bakery	256	Bakery & Tobacco Workers	Toronto, C
Haley Industries Ltd	292	United Steelworkers	Haley
Hamilton-Wentworth Community Care Access Centre Home Care	212	Ont Public Service Empls	Hamilton-Wentworth
Lear Corp	536	Cdn Auto Workers	Oakville, T
Liquor Control Board and Liquor Licence Board	5,000	Ont Liquor Board Employees	Province-wide
Mississauga Hydro-Electric Commission	225	Electrical Workers (IBEW)	Mississauga, C
Ontario Council of Teaching Hospitals (OCOTH)	2,250	Internes & Residents Assn	Hamilton, C Kingston, C London, C Ottawa, C Toronto, C
Ontario Housing and Metro Toronto Housing Authority	450	Cdn Public Empls	Toronto, C
Ontario Hydro Services Co Inc	4,175	Cdn Public Empls	Province-wide
Ontario Power Generation Inc, Fossil/Hydroelectric,Non-nuclear	3,165	Cdn Public Empls	Province-wide
Ontario Power Generation Inc, Nuclear	7,250	Cdn Public Empls	Province-wide
Orion Bus Industries Ltd	430	Independent Local Union	Mississauga, C
Pinkertons of Canada Ltd at General Motors of Canada Ltd	225	Cdn Auto Workers	London, C Oshawa, C Scarborough, C St. Catharines, C Windsor, C Woodstock, C
Rennie Inc	250	Needletrades Ind Textile-UNITE	Guelph, C
Sifto Canada Inc	340	Communications Energy Paperwkr	Goderich, T
St Josephs Health Centre, Mount Hope Centre for Lt Care	305	Service Employees Intl	London, C
St Josephs Health Centre, Parkwood Site RPN	284	Cdn Health Care Wkrs (C.H.C.W)	London, C
St Josephs Health Centre, Parkwood Site Serv F/t & P/t	252	Cdn Health Care Wkrs (C.H.C.W)	London, C
St Josephs Health Centre, St Josephs Hospital	400	Service Employees Intl	London, C
St Lawrence Lodge	210	Cdn Public Empls	Brockville, C
Standard Tube Canada Inc	470	Cdn Auto Workers	Woodstock, C
SWO Distribution Centres Ltd as Surelink	540	Teamsters	Malton Toronto, C
Ticketmaster Canada Inc	200	Office & Professional Empls	Toronto, C
Timberjack Inc, Manufacturing Facility	360	Glass, Molders & Plastic Wkrs	Woodstock, C
Toronto Catholic Childrens Aid Society	220	Cdn Public Empls	Toronto, C
Toronto Zoo Board, Office & Service	283	Cdn Public Empls	Toronto, C
Upper Lakes Group Inc Unlicenced Personnel	500	Cdn Auto Workers	Province-wide
Victorian Order of Nurses, Toronto Metropolitan Branch	293	Ont Nurses Assn	Toronto, C
Victorian Order of Nurses, Windsor-Essex County Branch, Visiting Nurses	250	Cdn Public Empls	Essex County Windsor, C
Windsor Community Living, Support Services	250	Cdn Public Empls	Windsor, C
York University, Office/Clerical/Lab, Unit 2	368	York University Staff Assn	Toronto, C

370 Agreements Covering Fewer than 200 Employees Each.....16,522
414 Agreements.....51,769

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
APRIL			
Air Canada	1,200	Air Canada Pilots Assn	Province-wide
Atomic Energy of Canada, Nuclear Labs Technical	465	United Steelworkers	Chalk River, VI
Budd Canada Inc Plant	1,300	Cdn Auto Workers	Kitchener, C
Case Canada Corp	365	United Steelworkers	Hamilton, C
Coats Patons	259	Needletrades Ind Textile-UNITE	Toronto, C
Electrical Power Systems Construction Assn	1,000	Asbestos Workers	Province-wide
		Carpenters	
		Intl Operating Engineers	
		Labourers	
		Painters	
		Plasterers	
		Teamsters	
Fisher Gauge Ltd	245	Independent Local Union	Peterborough, C
Gates Canada Inc	433	United Steelworkers	Brantford, C
Kellogg Canada Inc	582	Grain Millers	London, C
Loblaws Supermarkets Ltd	900	Food & Commercial Workers	Ottawa, C
Non-Destructive Testing Companies and NDT Management Assn	300	Boilermakers	Province-wide
		Plumbers	Province-wide
Ottawa Construction Assn	800	Carpenters	OLRB Area 15
			OLRB Area 31
Ottawa Construction Assn	600	Labourers	Ottawa, C
Pipe Line Contractors Assn of Canada Mainline	350	Teamsters	Province-wide
Pipe Line Contractors Assn of Canada Mainline	200	Labourers	Province-wide
Pipe Line Contractors Assn of Canada Mainline	500	Intl Operating Engineers	Province-wide
Pipe Line Contractors Assn of Canada Mainline	500	Plumbers	Province-wide
Treasury Board of Canada, Computer Systems Administration, 303	5,978	Professional Institute	Province-wide
TRW Canada Ltd Linkage & Suspension Div	820	Independent Local Union	St. Catharines, C
University of Guelph,Trades/Services/Maintenance	284	Cdn Public Empls	Guelph, C
Windsor Heavy Construction Assn	200	Intl Operating Engineers	OLRB Area 1
163 Agreements Covering Fewer than 200 Employees Each.....6,822			
184 Agreements.....24,103			
MAY			
Air Ontario Inc, Pilots	276	Cdn Air Line Pilots	London, C
Bertrand Faure Components Ltd	600	United Steelworkers	Mississauga, C
			Toronto, C
Brock Telecom Ltd	825	Communications Energy Paperwkr	Brockville, C
Canac Kitchens Ltd	488	Carpenters	Thornhill
Galco Food Products Ltd	336	Food & Commercial Workers	Brampton, C
Holiday Inns of Canada Ltd, Crowne Plaza Toronto Centre	290	Food & Commercial Workers	Toronto, C
Inco Ltd Ontario Div	4,686	United Steelworkers	Sudbury, C
John Forsyth Co Penmans Div	300	Needletrades Ind Textile-UNITE	Cambridge, C
John Forsyth Co Wovens Division	250	Needletrades Ind Textile-UNITE	Cambridge, C
Mackie Automotive Systems	750	Cdn Auto Workers	Oshawa, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
			Whitby, T
Manitoulin-Sudbury Community Care Access Centre Home Care	373	Cdn Public Empls	Manitoulin District Sudbury District
Owens Corning Canada Guelph Glass Plant	365	Needletrades Ind Textile-UNITE	Guelph, C
Rieter Automotive Mastico Ltd	406	Cdn Auto Workers	Tillsonburg, T
Treasury Board of Canada, Auditing	2,474	Professional Institute	Province-wide
Treasury Board of Canada, Correctional, 601/651	1,135	Public Service Alliance	Province-wide
Zellers Inc Distribution Centre	350	United Steelworkers	Brampton, C Toronto, C

120 Agreements Covering Fewer than 200 Employees Each.....4,653
136 Agreements.....18,557

JUNE

Atomic Energy of Canada, Professional Empls Group	440	Professional Institute	Chalk River, VI
Barnes Security Services Ltd Metropol Security Div	1,800	United Steelworkers	Province-wide
Bombardier/de Havilland Inc	1,400	Cdn Auto Workers	Toronto, C
Bombardier/de Havilland Inc Office	400	Cdn Auto Workers	Toronto, C
Brock University Faculty	325	University Professors	St. Catharines, C
Canadian Standards Assn, Office and Service	315	Cdn Public Empls	Rexdale
Canadian Theatres Professional Assn	2,700	Actors Equity	Province-wide
Carleton University Office	575	Cdn Public Empls	Ottawa, C
Chum Ltd City-TV, Chum/City, Muchmusic Network Divs	330	Communications Energy Paperwkr	Toronto, C
Cuddy Food Products Trafalgar St/Cuddy Blvd	878	Food & Commercial Workers	London, C
Durham District School Board Educational Assistants	577	Cdn Public Empls	Durham Region
Durham District School Board Office/Clerical/Technical	329	Cdn Public Empls	Durham Region
Eaton Yale Ltd Suspension Div	495	United Auto Workers	Wallaceburg, T
FKI Industries Canada Ltd Dominion Controls Co	300	Machinists	Stratford, C
Greyhound Canada Transportation Corp Eastern Div	260	Amalgamated Transit (ATU-Intl)	London, C Toronto, C Windsor, C
Hastings and Prince Edward District School Board Custodial/Office	700	Cdn Public Empls	Hastings County Prince Edward County
Laidlaw Transit Ltd, Innes and Cumberland Div (Drivers)	250	Cdn Auto Workers	Ottawa, C
Lakehead University, Academic Staff, Librarians	295	University Professors	Thunder Bay, C
Loblaws Supermarkets Ltd Includes No Frills, Supercentre	9,000	Food & Commercial Workers	Inter-city (dfl Region)
Nav Canada	424	Public Service Alliance	Province-wide
Niagara Region Childrens Aid Society	225	Cdn Public Empls	Niagara Region
Ontario Educational Communications Authority TV Ontario	230	Communications Energy Paperwkr	Toronto, C
Peel District School Board Custodial/Maintenance	695	Cdn Public Empls	Peel Region
Peel District School Board Elementary Occasional	1,126	Elem Teachers Fed Ont	Peel Region
Peel District School Board Secondary Occasional	513	Ont Secondary School Teachers	Peel Region
Peel District School Board Secretarial/Clerical	620	Cdn Public Empls	Peel Region
Reena Agency	250	Ont Public Service Empls	Toronto, C
Rockwell International of Canada Ltd	288	Cdn Auto Workers	Tilbury, T
Sears Canada Inc Fairview	250	United Steelworkers	Willowdale
University of Western Ontario Physical Plant/Thompson Arena	220	Cdn Public Empls	London, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Wackenhut of Canada Ltd	250	United Steelworkers	Brant County Gloucester, C Guelph, C Kanata, C Kitchener, C Listowel, T Mississauga, C Nepean, C Ottawa, C Richmond Hill, T Rockcliffe Park, Vl St. Catharines, C Toronto, C Vanier, C Waterloo, C
Zehrmart Ltd Zehrs Markets Div	5,500	Food & Commercial Workers	Bolton, Vl Cambridge, C Fergus, T Guelph, C Kitchener, C Listowel, T Port Elgin, T Province-wide Waterloo, C
153 Agreements Covering Fewer than 200 Employees Each.....7,136			
185 Agreements.....39,116			
JULY			
Algoma Steel Inc Salary Employees	743	United Steelworkers	Mississauga, C Sault Ste Marie, C Wawa
Algoma Steel Inc Steelworks/Tube Div & Office	3,915	United Steelworkers	Sault Ste Marie, C
Battle Mountain Canada Ltd, Golden Giant Mine	240	United Steelworkers	Marathon
Canada Post Corp Consolidated Unit	20,443	Postal Workers	Province-wide
GSW Water Heating Co and GSW Pump Co	320	United Steelworkers	Fergus, T
Homewood Health Centre Inc	263	Food & Commercial Workers	Guelph, C
OSF Inc Benwind Div	225	United Steelworkers	Toronto, C
Southam Inc Ottawa Citizen	321	Newspaper Guild	Ottawa, C
Stelco Inc Lake Erie Works	957	United Steelworkers	Nanticoke, C
Stelwire Ltd Parkdale Works	355	United Steelworkers	Hamilton, C
Victorian Order of Nurses Central Agreement, RPNS	575	Ont Practical Nurses	Brockville, C Chatham, C Cornwall, C Durham Region Guelph, C

Employer Name	No of Empls	Union Name	Location(s)
Victorian Order of Nurses Central Agreement, RPNS (cont'd)			Kent County Lambton County Lanark County Niagara Region Ottawa-Carleton Region Perth County Peterborough County Renfrew County Sarnia, Tp Sudbury Region Waterloo Region Wellington County
Wackenhut of Canada Ltd	450	Food & Commercial Workers	Province-wide
York University Office	1,250	York University Staff Assn	Toronto, C
85 Agreements Covering Fewer than 200 Employees Each.....3,120			
99 Agreements.....33,177			
AUGUST			
Algoma District School Board Elementary	560	Elem Teachers Fed Ont	Algoma District
Algoma District School Board Secondary	430	Ont Secondary School Teachers	Algoma District
Algonquin and Lakeshore Catholic District School Board Elementary	762	Ont English Catholic Teachers	Frontenac County Hastings County Lennox and Addington County Prince Edward County
Avon Maitland District School Board Elementary	651	Elem Teachers Fed Ont	Huron County Perth County
Avon Maitland District School Board Secondary	607	Ont Secondary School Teachers	Huron County Perth County
Bluewater District School Board Elementary	790	Elem Teachers Fed Ont	Bruce County Grey County
Bluewater District School Board Elementary Occasional	480	Elem Teachers Fed Ont	Bruce County Grey County
Bluewater District School Board Secondary	649	Ont Secondary School Teachers	Bruce County Grey County
Brant Haldimand-Norfolk Catholic District School Board Elementary	346	Ont English Catholic Teachers	Brant County Haldimand-Norfolk Region
Carleton University Sessional Lecturers Unit 2	250	Cdn Public Empls	Ottawa-Carleton Region
Carleton University Teaching Assistants Pt Unit 1	1,200	Cdn Public Empls	Ottawa, C
District School Board Ontario North East Elementary	401	Elem Teachers Fed Ont	Cochrane District Timiskaming District
District School Board Ontario North East Secondary	356	Ont Secondary School Teachers	Cochrane District Timiskaming District
Dufferin Peel Catholic District School Board Elementary	2,500	Ont English Catholic Teachers	Dufferin County Peel Region
Dufferin Peel Catholic District School Board Secondary	1,463	Ont English Catholic Teachers	Dufferin County Peel Region

Employer Name	No of Empls	Union Name	Location(s)
Durham Catholic District School Board Elementary	942	Ont English Catholic Teachers	Durham Region
Durham Catholic District School Board Secondary	391	Ont English Catholic Teachers	Durham Region
Durham District School Board Elementary	2,462	Elem Teachers Fed Ont	Durham Region
Durham District School Board Secondary	1,500	Ont Secondary School Teachers	Durham Region
E B Eddy Forest Products Ltd Wood Products Div	218	Communications Energy Paperwkr	Nairn Centre
Eastern Ontario Catholic District School Board Elem/Sec	715	Ont English Catholic Teachers	Lanark County Leeds and Grenville County Prescott and Russell County Stormont, Dundas & Glengarry County
Falconbridge Ltd	1,450	Cdn Auto Workers	Sudbury, C
Grand Erie District School Board Elementary	1,210	Elem Teachers Fed Ont	Brant County Haldimand-Norfolk Region
Grand Erie District School Board Secondary	682	Ont Secondary School Teachers	Brant County Haldimand-Norfolk Region
Greater Essex County District School Board Elementary	1,308	Elem Teachers Fed Ont	Essex County Windsor, C
Greater Essex County District School Board Secondary	704	Ont Secondary School Teachers	Essex County Windsor, C
Halton Catholic District School Board Elementary	887	Ont English Catholic Teachers	Halton Region
Halton District School Board Elementary	1,625	Elem Teachers Fed Ont	Halton Region
Halton District School Board Elementary Occasional	410	Elem Teachers Fed Ont	Halton Region
Halton District School Board Secondary	885	Ont Secondary School Teachers	Halton Region
Hamilton-Wentworth Catholic District School Board Elementary	1,100	Ont English Catholic Teachers	Hamilton-Wentworth Region
Hamilton-Wentworth Catholic District School Board Secondary	500	Ont English Catholic Teachers	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board Elementary	2,064	Elem Teachers Fed Ont	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board Elementary Occasional	500	Elem Teachers Fed Ont	Hamilton-Wentworth Region
Hamilton-Wentworth District School Board Secondary	1,223	Ont Secondary School Teachers	Hamilton-Wentworth Region
Hastings and Prince Edward District School Board Elementary	695	Elem Teachers Fed Ont	Hastings County Prince Edward County
Hastings and Prince Edward District School Board Secondary	417	Ont Secondary School Teachers	Hastings County Prince Edward County
Huron-Superior Catholic District School Board Elem/sec	460	Ont English Catholic Teachers	Algoma District
Kawartha Pine Ridge District School Board Elementary	1,456	Elem Teachers Fed Ont	Clarington, T Northumberland County Peterborough County
Kawartha Pine Ridge District School Board Elementary Occasional	400	Elem Teachers Fed Ont	Clarington, T Northumberland County Peterborough County
Kawartha Pine Ridge District School Board Secondary	900	Ont Secondary School Teachers	Clarington, T Northumberland County Peterborough County
Kawneer Co Canada Ltd	215	Structural Iron Workers	Toronto, C
Keewatin-Patricia District School Board Elementary	250	Elem Teachers Fed Ont	Dryden Kenora District Red Lake, Tp
Keewatin-Patricia District School Board Elementary Occasional	240	Elem Teachers Fed Ont	Dryden Kenora District Red Lake, Tp

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Keewatin-Patricia District School Board Secondary	252	Ont Secondary School Teachers	Dryden Kenora District Red Lake, Tp
Keewatin-Patricia District School Board Secondary Occasional	240	Ont Secondary School Teachers	Dryden, T Kenora District Red Lake, Tp
Lakehead District School Board Elementary	575	Elem Teachers Fed Ont	Thunder Bay District
Lakehead District School Board Secondary	375	Ont Secondary School Teachers	Thunder Bay District
Lambton Kent District School Board Elementary	994	Elem Teachers Fed Ont	Kent County Lambton County
Lambton Kent District School Board Elementary Occasional	400	Elem Teachers Fed Ont	Kent County Lambton County
Lambton Kent District School Board Maintenance/Office	845	Cdn Public Empls	Kent County Lambton County
Lambton Kent District School Board Secondary	675	Ont Secondary School Teachers	Kent County Lambton County
Lambton Kent District School Board Secondary Maintenance/Office	260	Ont Secondary School Teachers	Kent County Lambton County
Limestone District School Board Elementary	769	Elem Teachers Fed Ont	Frontenac County Lennox and Addington County
Limestone District School Board Maintenance/Caretaker	360	Cdn Public Empls	Frontenac County Lennox and Addington County
Limestone District School Board Sec/Office/Cler/Educ Assist	360	Cdn Public Empls	Frontenac County Lennox and Addington County
Limestone District School Board Secondary	570	Ont Secondary School Teachers	Frontenac County Lennox and Addington County
London District Catholic School Board Occasional Teachers	240	Ont English Catholic Teachers	Elgin County London, C Middlesex County Oxford County
Meridian Operations Inc Accurcast Div	280	Cdn Auto Workers	Wallaceburg, T
Nav Canada Electronics Unit	226	Electrical Workers (IBEW)	Province-wide
Near North District School Board Elementary	628	Elem Teachers Fed Ont	Nipissing District Parry Sound District
Near North District School Board Elementary Occasional	395	Elem Teachers Fed Ont	Nipissing District Parry Sound District
Near North District School Board Secondary	339	Ont Secondary School Teachers	Nipissing District Parry Sound District
Niagara Catholic District School Board Elementary	850	Ont English Catholic Teachers	Niagara Region
Niagara Catholic District School Board Secondary	426	Ont English Catholic Teachers	Niagara Region
Niagara District School Board Elementary	1,500	Elem Teachers Fed Ont	Niagara Region
Niagara District School Board Elementary Occasional	498	Elem Teachers Fed Ont	Niagara Region
Niagara District School Board Secondary	950	Ont Secondary School Teachers	Niagara Region
Ontario Council of Regents Support Staff	5,700	Ont Public Service Empls	Province-wide
Ottawa-Carleton District Catholic School Board Elementary/Secondary	2,100	Ont English Catholic Teachers	Ottawa-Carleton Region

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Ottawa-Carleton District Catholic School Board Occasional Teachers	700	Ont English Catholic Teachers	Ottawa-Carleton Region
Ottawa-Carleton District School Board Elementary	3,000	Elem Teachers Fed Ont	Ottawa-Carleton Region
Ottawa-Carleton District School Board Elementary Occasional	1,200	Elem Teachers Fed Ont	Ottawa-Carleton Region
Ottawa-Carleton District School Board Secondary	1,800	Ont Secondary School Teachers	Ottawa-Carleton Region
Peel District School Board Elementary	3,850	Elem Teachers Fed Ont	Peel Region
Peel District School Board Secondary	1,979	Ont Secondary School Teachers	Peel Region
Peterborough Victoria Northumberland & Clarington Cath DSB	668	Ont English Catholic Teachers	Clarington, T Northumberland County Peterborough County Victoria County
Rainbow District School Board Secondary	500	Ont Secondary School Teachers	Espanola, T Manitoulin District Sudbury District
Renfrew County Catholic District School Board Elementary/Secondary	303	Ont English Catholic Teachers	Renfrew County
Renfrew County District School Board Elementary	450	Elem Teachers Fed Ont	Renfrew County
Renfrew County District School Board Secondary	304	Ont Secondary School Teachers	Renfrew County
Reynolds-Lemmerz Industries	430	Cdn Auto Workers	Collingwood, T
Simcoe County District School Board Elementary	2,200	Elem Teachers Fed Ont	Simcoe County
Simcoe County District School Board Secondary	978	Ont Secondary School Teachers	Simcoe County
Simcoe Muskoka Catholic District School Board Elem/Sec	1,200	Ont English Catholic Teachers	Muskoka, Tp Simcoe County
Simcoe Muskoka Catholic District School Board Occasional Teachers	225	Ont English Catholic Teachers	Muskoka District Municipality Simcoe County
St Clair Catholic District School Board Elementary	540	Ont English Catholic Teachers	Kent County Lambton County
St Clair Catholic District School Board Secondary	208	Ont English Catholic Teachers	Kent County Lambton County
Sudbury Catholic District School Board Elementary	330	Ont English Catholic Teachers	Sudbury District
Thames Valley District School Board Elementary	3,200	Elem Teachers Fed Ont	Elgin County London, C Middlesex County Oxford County
Thames Valley District School Board Secondary	1,765	Ont Secondary School Teachers	Elgin County London, C Middlesex County Oxford County
Thunder Bay Catholic District School Board Elementary	301	Ont English Catholic Teachers	Thunder Bay District
Toronto Catholic District School Board Educational Support	725	Cdn Public Empls	Toronto, C
Toronto Catholic District School Board Elementary	3,900	Ont English Catholic Teachers	Toronto, C
Toronto Catholic District School Board Occasional Teachers	700	Ont English Catholic Teachers	Toronto, C
Toronto Catholic District School Board Secondary	1,980	Ont English Catholic Teachers	Toronto, C
Toronto District School Board Elementary	10,000	Elem Teachers Fed Ont	Toronto, C
Toronto District School Board Elementary Occasional	2,150	Elem Teachers Fed Ont	Toronto, C
Toronto District School Board Secondary	7,200	Ont Secondary School Teachers	Toronto, C
Toronto District School Board Secondary Occasional	1,450	Ont Secondary School Teachers	Toronto, C
Toronto District School Board Unit B-Instructors	3,000	Cdn Public Empls	Toronto, C
Toronto District School Board Unit C-Cler/Serv/Tech/Ed Asst	8,200	Cdn Public Empls	Toronto, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Toronto District School Board Unit D-Custodial	3,300	Cdn Public Empls	Toronto, C
Toronto District School Board Unit E-Maint/Construction	620	Asbestos Workers	Toronto, C
		Bricklayers Intl	
		Carpenters	
		Electrical Workers (IBEW)	
		Machinists	
		Painters	
		Plumbers	
		Sheet Metal Workers	
		Structural Iron Workers	
Trillium Lakelands District School Board Secondary	490	Ont Secondary School Teachers	Haliburton County
			Muskoka District Municipality
			Victoria County
Upper Canada District School Board Elementary	1,275	Elem Teachers Fed Ont	Lanark County
			Leeds and Grenville County
			Prescott and Russell County
			Stormont, Dundas & Glengarry County
Upper Canada District School Board Elementary Occasional	700	Elem Teachers Fed Ont	Lanark County
			Leeds and Grenville County
			Prescott and Russell County
			Stormont, Dundas & Glengarry County
Upper Canada District School Board Secondary	823	Ont Secondary School Teachers	Lanark County
			Leeds and Grenville County
			Prescott and Russell County
			Stormont, Dundas & Glengarry County
Upper Grand District School Board Elementary	1,210	Elem Teachers Fed Ont	Dufferin County
			Wellington County
Upper Grand District School Board Secondary	708	Ont Secondary School Teachers	Dufferin County
			Wellington County
Waterloo Catholic District School Board Elementary	600	Ont English Catholic Teachers	Waterloo Region
Waterloo Catholic District School Board Office	275	Cdn Public Empls	Waterloo Region
Waterloo Region District School Board Elementary	2,255	Elem Teachers Fed Ont	Waterloo Region
Waterloo Region District School Board Secondary	1,448	Ont Secondary School Teachers	Waterloo Region
Windsor-Essex Catholic District School Board Elementary	906	Ont English Catholic Teachers	Essex County
			Windsor, C
Windsor-Essex Catholic District School Board Occasional Teachers	210	Ont English Catholic Teachers	Essex County
			Windsor, C
Windsor-Essex Catholic District School Board Secondary	520	Ont English Catholic Teachers	Essex County
			Windsor, C
York Catholic District School Board Elementary/Secondary	2,916	Ont English Catholic Teachers	York Region
York Region District School Board Elementary	3,214	Elem Teachers Fed Ont	York Region
York Region District School Board Elementary Occasional	1,000	Elem Teachers Fed Ont	York Region
York Region District School Board Secondary	1,976	Ont Secondary School Teachers	York Region
York University Maintenance	265	Cdn Public Empls	Toronto, C
York University Unit 1-PT Teaching Assistants	1,200	Cdn Public Empls	Toronto, C
York University Unit 2-FT Teaching Assistants	700	Cdn Public Empls	Toronto, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Zehrmart Ltd Zehrs Markets Inc Div	1,450	Food & Commercial Workers	Essex County Kent County Lambton County
144 Agreements Covering Fewer than 200 Employees Each.....8,450			
269 Agreements.....160,004			
SEPTEMBER			
Butler Metal Products Oxford Automotive Inc	470	Cdn Auto Workers	Cambridge, C
Columbia Forest Products Rutherglen Div	238	IWA - Canada	Rutherglen
Computing Devices Canada Ltd	250	Independent Local Union	Ottawa, C Stittsville, VI
Connaught Laboratories Ltd	525	Communications Energy Paperwkr	Bolton, VI Toronto, C
Durham District School Board Custodial	472	Cdn Public Empls	Durham Region
Entourage Technology Solutions	1,100	Communications Energy Paperwkr	Province-wide
Extendicare (Canada) Inc Laurier Manor	217	Cdn Public Empls	Ottawa, C
Extendicare (Canada) Inc Sudbury/York	260	Cdn Public Empls	Sudbury, C
Extendicare (Canada) Inc West End Villa	255	Cdn Public Empls	Ottawa, C
Fleetwood Canada Ltd	260	Needletrades Ind Textile-UNITE	Lindsay, T
Kendan Manufacturing Ltd	210	Cdn Auto Workers	Windsor, C
Ks Centoco Ltd	260	Teamsters	Tilbury, T
Lambton County Corp North Lambton/Meadowview Villa	205	Cdn Public Empls	Forest, T
Lear Corp Canada Ltd	250	Cdn Auto Workers	St. Thomas, C
MTD Products Ltd	606	Cdn Auto Workers	Kitchener, C
St Lawrence Corp Caldwell Plant	250	Food & Commercial Workers	Iroquois, VI
St Marys of the Lake Hospital Office and Service	357	Independent Local Union	Kingston, C
Waltec Plastics Inc	291	Needletrades Ind Textile-UNITE	Midland, T
106 Agreements Covering Fewer than 200 Employees Each.....5,097			
124 Agreements.....11,573			
OCTOBER			
Brown Shoe Co of Canada Ltd	220	United Textile Workers	Perth, T
Great Atlantic and Pacific Co Canada Ltd Distribution	500	United Steelworkers	Halton Region Peel Region Toronto, C
Greater Toronto Transit Authority Go Transit	698	Amalgamated Transit (ATU-Intl)	Province-wide
John-John Transportation Services Inc and Related Companies	245	Teamsters	Windsor, C
Maple Lodge Farms Ltd	1,100	Food & Commercial Workers	Norval
Niagara Parks Commission, Park Employees	700	Ont Public Service Empls	Niagara Falls, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
North American Security Services Inc	210	Cdn Prof Security-Guards (CUPS)	Ottawa-Carleton Region
Quaker Oats Co of Canada Ltd	408	Cdn Auto Workers	Peterborough, C
St Josephs Hotel Dieu Hospital	251	Ont Public Service Empls	Kingston, C
Stelco Inc Welland Pipe Ltd	229	Cdn Auto Workers	Welland, C
Thomas Built Buses of Canada Ltd	350	Cdn Auto Workers	Woodstock, C
Timminco Ltd Timminco Metals Division	220	United Steelworkers	Haley

119 Agreements Covering Fewer than 200 Employees Each.....4,245
131 Agreements.....9,376

NOVEMBER

Aimco Products	200	Cdn Auto Workers	St. Catharines, C
Automotive Industries Canada Inc Lear Corp, Maple Div	225	Needletrades Ind Textile-unite	Toronto, C
Canadian Timken Ltd	300	United Steelworkers	St. Thomas, C
D Millman Market Services Inc Telemarketing/Marketing (Phonettix Intelecom)	300	Communications Energy Paperwkr	Toronto, C
E B Eddy Forest Products Ltd Agawa Forest Products	200	IWA - Canada	Sault Ste Marie, C
Hendrickson Spring Stratford Operations	418	United Steelworkers	Stratford, C
Lily Cups Inc	340	Graphic Communications Union	Scarborough, C
Neelon Casting Ltd Iron Foundry	250	United Steelworkers	Sudbury, C
NHB Industries Ltd	451	Cdn Auto Workers	Peterborough, C
Peel Regional Municipality Sheridan Villa	214	Cdn Public Empls	Mississauga, C

100 Agreements Covering Fewer than 200 Employees Each.....4,684
110 Agreements.....7,582

DECEMBER

Alloy Wheels Intl (Canada) Ltd	415	Cdn Auto Workers	Barrie, C
AT&T Canada	394	Cdn Auto Workers	Province-wide
Barrie City Corp Office/Outside	240	Cdn Public Empls	Barrie, C
Cambrian Alliance Protection Services Inc	200	Cdn Security Union	Province-wide
Canadian Airlines International Ltd	950	Cdn Auto Workers	Province-wide
Canadian Airlines International Ltd	460	Cdn Air Line Pilots	Province-wide
Canadian Airlines International Ltd Cabin Personnel	1,000	Cdn Public Empls	Province-wide
Canadian Airlines International Ltd Maintenance/Related	1,300	Machinists	Province-wide
Canadian National Railway Co Agreement 10.1	1,000	Maintenance of Way Employees	Province-wide
Canadian National Railway Co Eastern Lines Trainmen/Yardmen	1,825	Locomotive Engineers	Province-wide
		United Transportation Union	Province-wide
Canadian National Railway Co Shopcraft	826	Cdn Auto Workers	Province-wide
Canadian National Railway Co System-wide Clerks, Agrt 5.1	732	Cdn Auto Workers	Province-wide
Canadian National Railway Co System-wide Signal Dept	275	Electrical Workers (IBEW)	Province-wide
Canadian Pacific Ltd	731	Maintenance of Way Employees	Province-wide
Canadian Pacific Ltd Eastern Reg Clerks	243	Transportation-Communications	Province-wide
Canadian Pacific Ltd Shopcraft Employees	654	Cdn Auto Workers	Province-wide

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Canadian Press Broadcast News, Office/Reporter/Editor Etc	240	Newspaper Guild	Ottawa, C Toronto, C
Canadian Regional Airlines Ltd Customer Service	298	Cdn Auto Workers	Province-wide
Caradon PLC Co Fabricated Steel Products Div	541	Cdn Auto Workers	Windsor, C
Central Park Lodges Ltd O/a Versa Care Lodge, Ottawa	273	Service Employees Intl	Ottawa, C
Diversicare 1 Ltd Altamont Nursing Home and Other Divs	623	Service Employees Intl	Cheltenham Mississauga, C Rockcliffe Park, Vl Tullamore
Durham District School Board Elementary Occasional	650	Elem Teachers Fed Ont	Durham Region
Durham District School Board Secondary Occasional	260	Ont Secondary School Teachers	Durham Region
Extendicare (Canada) Inc F/t	327	Service Employees Intl	Kingston, C Ottawa, C Peterborough, C
Extendicare (Canada) Inc North York/Scarborough/St Catharines	230	Service Employees Intl	North York, C Scarborough, C St. Catharines, C
Extendicare (Canada) Inc Part-time	400	Service Employees Intl	Kingston, C Ottawa, C Peterborough, C
Grand Erie District School Board Elementary Occasional	300	Elem Teachers Fed Ont	Brant County Haldimand-Norfolk Region
Harold and Grace Baker Centre	250	Service Employees Intl	Toronto, C
Kubota Metal Corporation Fahramet Div	238	United Steelworkers	Orillia, C
Laidlaw Transit Ltd Para Transpo Div	232	Amalgamated Transit (ATU-Intl)	Ottawa, C
London & Dist Sewer/Watermain Curb Gutter Construction	250	Intl Operating Engineers	OLRB Area 3
London City Corp Works	480	Cdn Public Empls	London, C
London Hydro Electric Comm	210	Cdn Public Empls	London, C
London Public Library Board Office and Outside	200	Cdn Public Empls	London, C
London Road, Sewer and Watermain Contractors Agrt	200	Labourers	OLRB Area 3
Niagara Regional Municipality Homes for Senior Citizens	725	Cdn Public Empls	Niagara Falls, C Port Colborne, C St. Catharines, C Welland, C
North Bay City Corp Office/Outside	240	Cdn Public Empls	North Bay, C
Ontario Government Prof Engineers/Architects	450	OPS Engineers/Architects (PEGO)	Province-wide
Ontario Guard Service Inc	230	Food & Commercial Workers	Province-wide
Ontario Hydro Professional & Supervisors	5,300	Independent Local Union	Province-wide
Ontario Jockey Club Food Service	250	Hotel Employees	Etobicoke, C Fort Erie, T Mohawk (Brant) Toronto, C
Ottawa Public Library Board	250	Cdn Public Empls	Ottawa, C
Paintplas (1989) Inc	300	Machinists	Ajax, T
Rainbow District School Board Elementary	600	Elem Teachers Fed Ont	Espanola, T Manitoulin District Sudbury District

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Royalcrest Life Care Group Mississauga/Highbourne, Units 90	205	Service Employees Intl	Etobicoke, C Mississauga, C
Southam Inc Hamilton Spectator Div, Editorial, P-t, Mailroom	230	Communications Energy Paperwkr	Hamilton, C
St Lawrence Seaway Management Corp Operations and Maintenance	282	Cdn Auto Workers	St. Catharines, C
Sweet Ripe Drinks Inc	290	Food & Commercial Workers	Mississauga, C
TDS Group Ltd TDS Div, Tillsonburg Factory	307	IWA - Canada	Tillsonburg, T
Thunder Bay City Corp Inside/Outside/Humane Society	709	Cdn Public Empls	Thunder Bay, C
Versa Care Ltd (Bestview)	650	Christian Labour Assn	Markham, T Newmarket, T Orillia, C Sarnia, C St. Catharines, C Toronto, C
Versa Care Ltd Hamilton	250	Service Employees Intl	Hamilton, C
Versa Care Ltd Toronto, York, Peel, Durham, Simcoe	350	Service Employees Intl	Durham Region Peel Region Simcoe, T Toronto, C York Region
Via Rail Canada Inc	239	Locomotive Engineers	Province-wide
Via Rail Canada Inc Off-Train Employees-Agreement #1	300	Cdn Auto Workers	Province-wide
Via Rail Canada Inc Shopcraft Employees-Agreement #3	200	Cdn Auto Workers	Province-wide
Waterloo Regional Municipality Sunnyside Home	223	Service Employees Intl	Kitchener, C
Windsor City Corp Fire Dept	277	Ont Firefighters	Windsor, C

423 Agreements Covering Fewer than 200 Employees Each.....18,418
481 Agreements.....48,722